



# Public Safety Overtime

Budget Committee Meeting

September 17, 2019

# Public Safety Overtime Main Categories

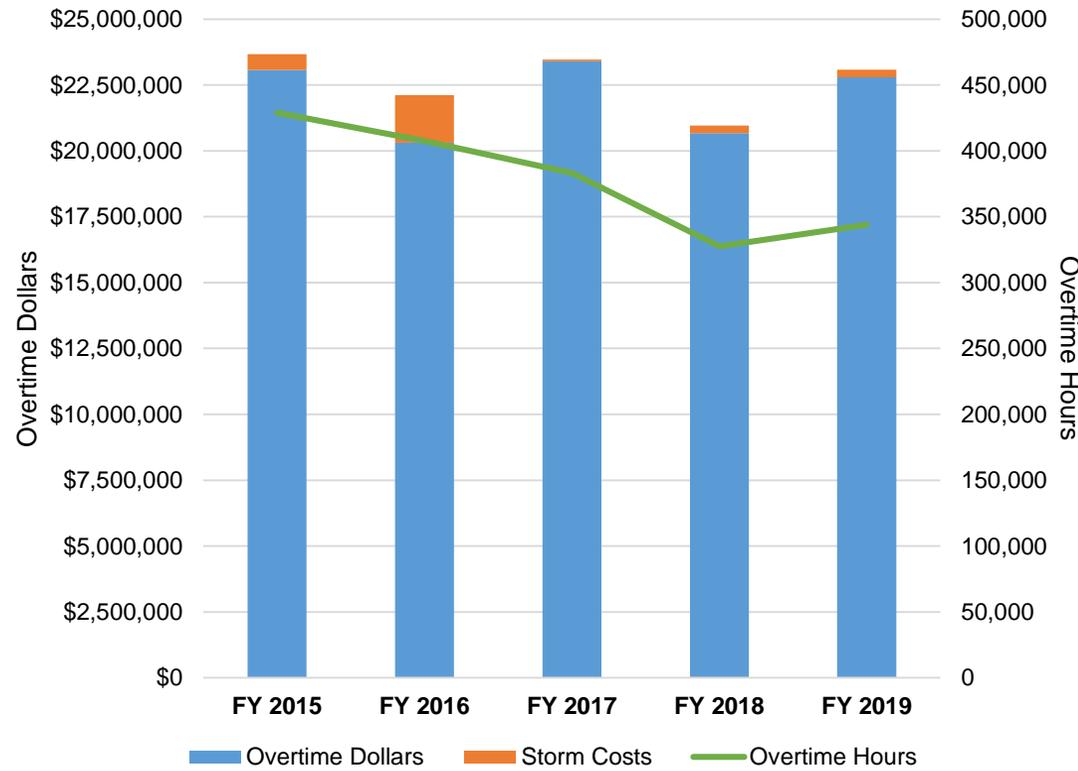
- **Overtime Pay** – additional compensation for hours in excess of regularly scheduled hours. Overtime for law enforcement personnel shall be time worked or on paid leave in excess of 86 hours during his/her 14-consecutive day work period. Overtime for fire protection personnel shall be time worked or on paid leave in excess of 212 hours during his/her 28-consecutive day work period.
- **Callback Pay** – additional compensation if an employee is off duty and called to return to work after departing from the workplace.
- **Shift Extension/Holdover Pay** – additional compensation if an employee is required to stay past their regularly scheduled hours due to an emergency or staffing shortages.
- **Fair Labor Standards Act (FLSA) Pay** - additional compensation for all hours worked over the FLSA threshold for overtime, as outlined in the definition of overtime.
- **On-Call** – additional compensation if an employee is required to remain available, outside his/her scheduled work hours to report to work within a reasonable time if called upon to do so.
- **Court Overtime** – additional compensation if court time falls on the employee's scheduled day off or begins more than two hours prior to the employee's schedule shift.
- **Holiday Pay** – additional compensation for working on a scheduled holiday, or compensation if a holiday falls on a regularly schedule day off.
- **Administrative Emergency Pay** – additional compensation due to an employee being required to work because of an emergency, in many cases this occurs when the county has been closed due to a weather event.

# Public Safety Overtime Primary Drivers

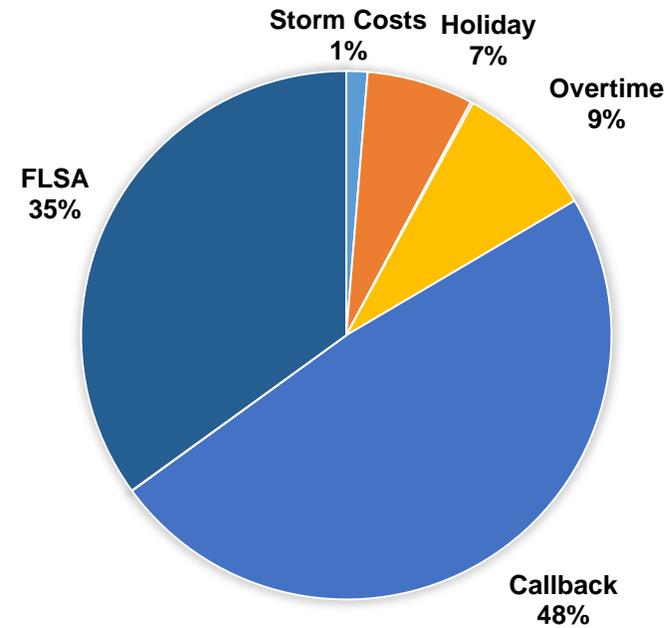
- Minimum Staffing Requirements – 24 hours a day/7 days a week
  - Manage vacancies, sick leave, annual leave, injury leave
- Training Requirements
- Extension of Emergency Events
- Compensation Increases, New Positions
- Fair Labor Standards Act (FLSA)

# Fire and Rescue Department Overtime

Fire and Rescue Overtime by Fiscal Year  
(Dollars/Hours)



Fire and Rescue Overtime Categories  
(FY 2019)



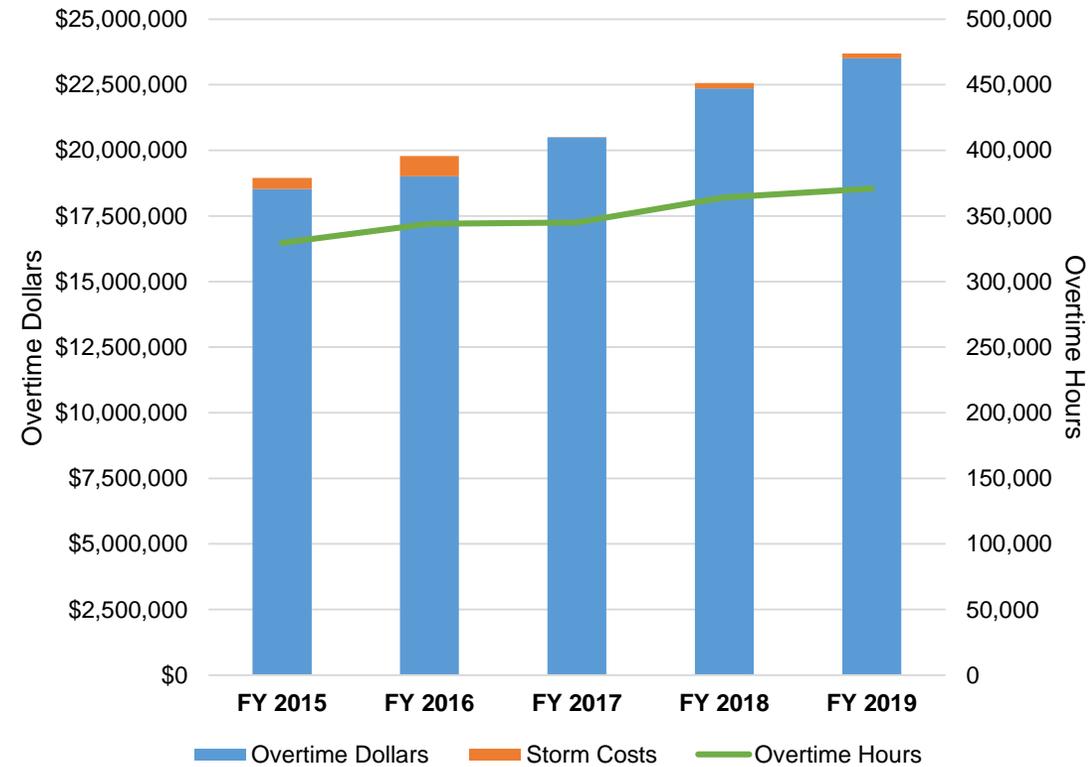
**Major Callback/Overtime categories include:**

- Minimum Staffing (Annual, Sick, Injury, Military, and Family Leave, Light Duty, Vacancies)
- Training Initiatives
- Training – Field Training and Technical Rescue
- Medical Examinations
- Diversion First

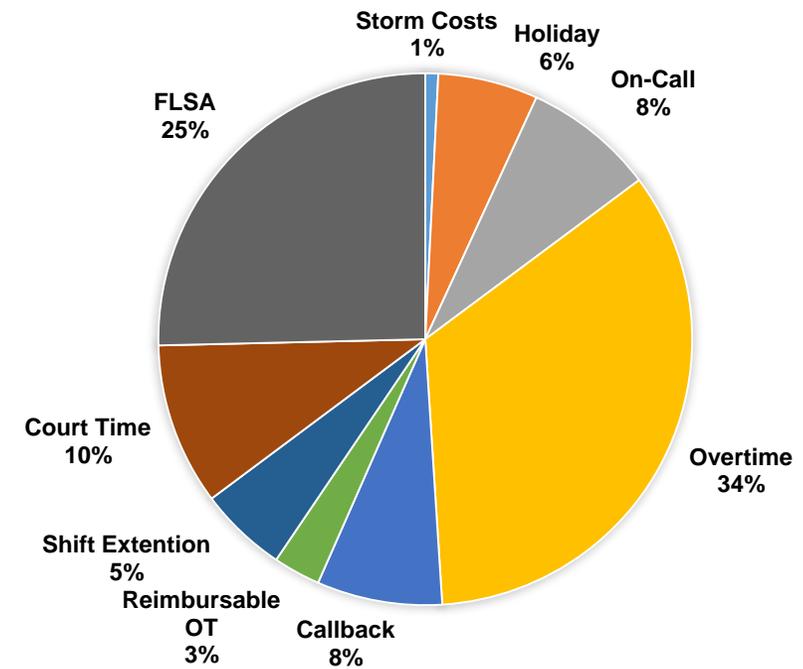
\* One-time expenses for World Police Fire Games, Covanta Fire, Captain's settlement, and Inauguration costs were removed for comparison purposes.

# Police Department Overtime

**Police Overtime by Fiscal Year**  
(Dollars/Hours)



**Police Overtime Categories**  
(FY 2019)



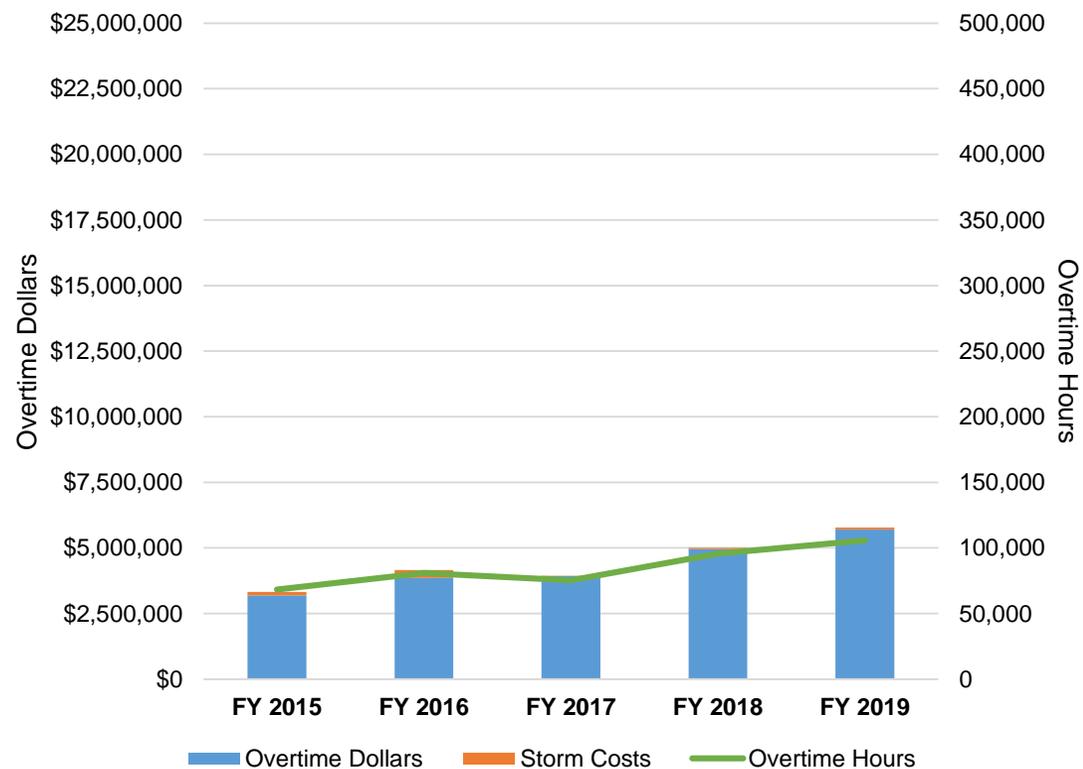
**Major Overtime categories include:**

- Minimum Staffing and Holdover
- Major Crimes Bureau (Death cases, Sexual Crimes, Robbery, Financial Crimes)
- School Crossing Guard Vacancies
- Other essential administrative overtime

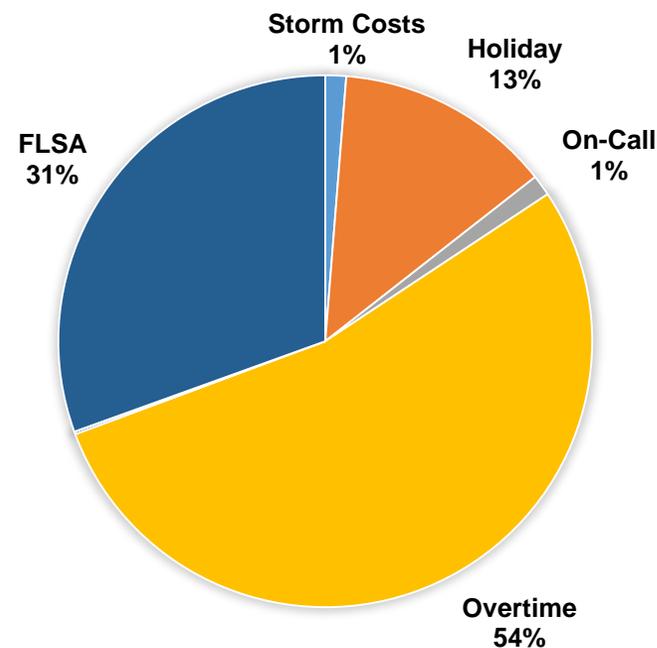
\* One-time expenses for World Police Fire Games, Inauguration, Compensation Settlement, and Election Day costs were removed for comparison purposes.

# Office of the Sheriff Overtime

**Sheriff Overtime by Fiscal Year**  
(Dollars/Hours)



**Sheriff Overtime Categories**  
(FY 2019)



**Major Overtime categories include:**

- Minimum Staffing/Vacancies
- Diversion First
- Adult Detention Center
- Training
- Community Labor Force

\* One-time expenses for World Police Fire Games, Inauguration, and Election Day costs were removed for comparison purposes.

Discussion with:  
Fire Chief John S. Butler  
Police Chief Edwin C. Roessler  
Sheriff Stacey A. Kincaid

# Questions and Discussion